FY07 APPLY Board Information Warfare Community (Cryptology)

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Community Background

Purpose/Mission: Information Warfare (IW) Officers develop IW and Signals Intelligence (SIGINT) competencies by combining active duty tours with academic, professional training and certification. Shore tours at National Security Agency/Cryptologic Centers (NSA/CC), Navy Information Operations Commands (NIOC), formerly known as Naval Security Group Activities, deliver operational support critical to our Navy and the Nation. Reserve Component consists of 20 NR NIOCs and 10 Remote Drill Sites (RDS), which provide remote mission support to Active Component NIOCs and NSA/CCs. Out of program tours in Space and Network Warfare Program (SNWP) are favorably looked upon, with expected rotation back to IW community. IW Officers have the opportunity to serve in the Joint environment.

Affiliation in the community is achieved through:

- Prior Active Duty, primarily NAVETS
- Direct Commission Program (DirCom) – Prior enlisted; advanced degrees; and/or major professional certifications.

Typical Career Path / Required Qualifications

0	0.5	1	1.5	2	2.5	3	3.5	4	4.5	5	6	6.5	7	7.5	8	8.5

(1) Active Duty: Shore Duty
Div O: NSA/CC, NIOC/NSGA, FIOC/DIRSUP

(2) DirCom Program: Mission OJT
Assistant Div O; Ops Support;
Mission support to Active Component

(1) Active Duty: Shore or Sea Duty
Div O: Various opportunites

(2) DirCom Program: Mission OIC/AOIC; Ops Support; Div O;
Operations; Joint Operations or Exercise Support;
Tours in other programs (e.g. Intel, Space, FIWC (Surface))

** Officer Cert Program 1645 - 1615; RIWOQP; NIWROC; IW Basic; JO Orientation Course; Industry Certifications (CISSP, CISM, NSTISSI 4011)*

ENS — LTJG — LT

9	9.5	10	10.5	11	11.5	12	12.5	13	13.5	14	15	15.5	16	16.5	17	17.5

Unit Ops Officer;
Unit Mission AOIC/OIC

Unit XO; CL-M or MM staff;
Mission OIC; former GCLO;
Tours in other programs (e.g. Intel, Space, FIWC (Surface))

** Advanced Educational Degrees; RIWOQR; Intermediate Leadership Continuum; IW Operations; Warfare Qualifications; JPME I & II; IW Operations; Naval Postgraduate School; Industry Certifications (CISSP, CISM, NSTISSI 4011)*

LCDR

18	18.5	19	19.5	20	20.5	21	21.5	22	22.5	23	24	26	28	30	30 +

CO; XO/Ops Officer (DC unit); Dir MM; CL-M or MM staff;
CO/XO NNWR VTU; Other Program tour; Selection Boards;
Mission Support; Joint Operations; IW Technical Expert

OSO; National Staff;
Dir CID; Dir MM; CO (DC)

** Advanced Educational Degrees; PCO/XO Course; CO Leadership Continuum; CROR3610/3611; Warfare Qualifications; JPME I & II; IW Operations; Naval Postgraduate School; Industry Certifications*

Vice Commander Naval Network Warfare Command

CDR — CAPT — RADM

Desired Career Milestones

- **Lieutenant:**

  - Officers affiliating from the AC typically have six to eight years of relevant experience. DirCom officers should earn the 1615 designator within three to four years of commissioning. IW officers are directly involved with operations and most seek leadership opportunities through mission AOIC/OIC positions. Advanced degrees, professional certifications, and/or JPME 1 are highly valued.

- **Lieutenant Commander:**

  - Leadership positions such as XO or Remote Drill Site OIC are sought, although becoming increasingly competitive. Hard chargers travel to distant locations to seek out opportunity. Advanced degrees, professional certifications, War College and/or JPME I are highly valued.

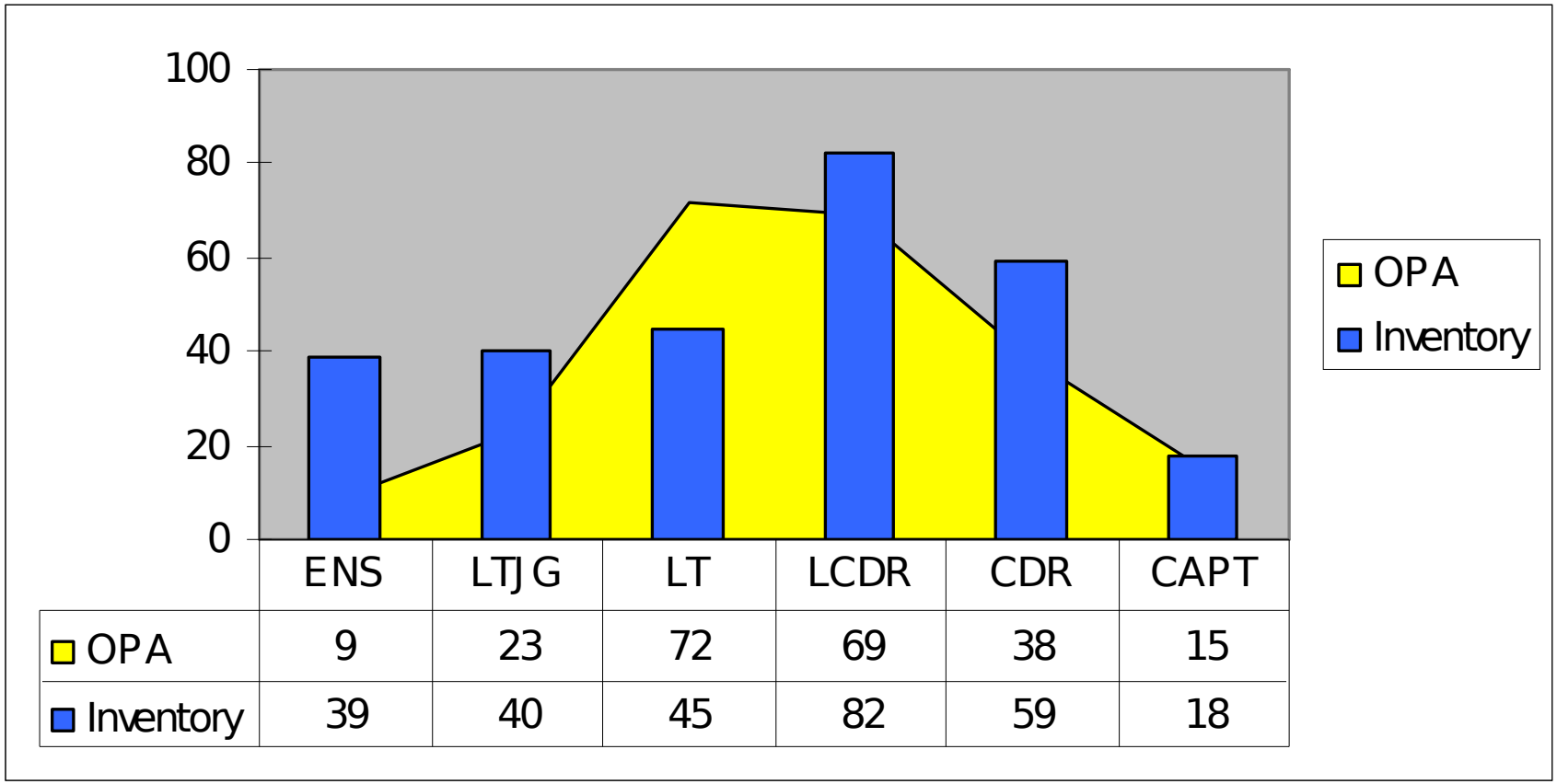
- **Commander:**

  - Command. Develop corporate and executive competencies through command tours, staff positions, or out-of-program opportunities. Unique opportunities for XO and OPS Officer of Washington D.C. unit. Sustained superior performance is expected. Advanced degrees, professional certifications, War College and/or JPME I/II are highly valued.

- **Captain:**

  - Leadership positions on National Staff, Director billets, NIOC OSO, former RCAC, or unit CO. Sustained superior performance and broad tactical and strategic experience are expected. Joint Specialty Officers (JSO) qualification and Joint Duty Assignments are encouraged. Advanced degrees, professional certifications, War College and/or JPME I/II are highly valued.

Reserve Requirements FY09 OPA vs Inventory



	ENS	LTJG	LT	LCDR	CDR	CAPT
OPA	9	23	72	69	38	15
Inventory	39	40	45	82	59	18

Summary

- Leadership most important – OPS, XO, CO, National Staff, Director MM, Commander/Deputy, Reserve Cryptologic Area, OSO, Director CL-M (progressive trend key).
- Difficult Assignments – key relationship management and integration with AC; extended active duty periods (MOB, ADT, ADSW) a plus. Travel out of area for career enhancing opportunities.
- Education – participation in professional development (JPME) expected; warfighting skills valued. Growing interest in high-tech and communications expertise.
- Ability to travel significant – usually two weekends a month and/or multiple AT/ADTs.